



DEPARTMENT OF HEALTH & HUMAN SERVICES

Public Health Service

Albuquerque Area Indian Health Service
5300 Homestead Road, N.E.
Albuquerque, New Mexico 87110

DHR-AN-01-01

DATE: January 4, 2001

TO: Division Directors
Chief Executive Officers
Service Unit Director, Cherokee Service Unit

FROM: Director, Division of Human Resources
Albuquerque Area Indian Health Service

SUBJECT: Annual Weingarten Notice

Attached is a copy of the Weingarten Notice that must be issued annually. I am forwarding this notice to you for issuance to all bargaining unit employees within your Division or at your Service Units.

The attached copy must be issued immediately upon receipt to all the bargaining unit members. Make sure the notice is also posted on bulletin boards where notices to employees are normally posted. If you have any questions, please call Vince Lujan at (505) 248-4516.


Patricia Tomhave-Dodge

Attachments



DEPARTMENT OF HEALTH & HUMAN SERVICES

Public Health Service

Albuquerque Area Indian Health Service
5300 Homestead Road, N.E.
Albuquerque, New Mexico 87110
DHR-AN-01-01A

DATE: January 4, 2001

TO: All Albuquerque Area IHS Bargaining Unit Employees
All Cherokee Service Unit Bargaining Unit Employees

FROM: Director, Division of Human Resources
Albuquerque Area Indian Health Service

SUBJECT: Annual Notice of Rights to Certain Employees - ACTION

Section 7114(a) of the Federal Labor Relations Statute (5 U.S.C. 71) provides representation rights in certain investigatory examinations which employees reasonably believe could lead to disciplinary action against them. It also requires that each agency inform employees annually of these rights.

Accordingly, a copy of the attached notice will be posted on bulletin boards where notices to employees are normally posted, and bargaining unit employees will be informed of the content of the notice without alteration or interpretation by management. This should be done either by providing a copy to all employees or by routing. In any event, we should be able to demonstrate that the notice has been brought to the personal attention of each bargaining unit employee, in addition to bulletin board posting. New bargaining unit employees should be advised of their 5 U.S.C. 71(a) rights upon entrance on duty.

Questions and/or comments concerning this memorandum or the attached notice may be directed to Vince Lujan at (505) 248-4516.


Patricia Tomhave-Dodge

Attachment

January 4, 2001

NOTICE TO ALL BARGAINING UNIT EMPLOYEES

(Annual Notice of Rights Under 5 U.S.C. 7114 (a) (2) (B))

5 U.S.C. Chapter 71 gives employees in units represented by an exclusive labor organization the right to have a union representative present at a meeting which involves an examination by a representative of management in connection with an investigation. This right is provided in Section 7114 (a) (2) (B) of 5 U.S.C., which states:

"(a) (2) An exclusive representative of an appropriate unit in an agency shall be given the opportunity to be represented at—

...

"(B) any examination of an employee in the unit by a representative of the agency in connection with an investigation if—

"(i) the employee reasonably believes that the examination may result in disciplinary action against the employee; and

"(ii) the employee requests representation."

Therefore, as also required by Section 7114 (a) (3), you are hereby given notice of the right set forth in this provision.